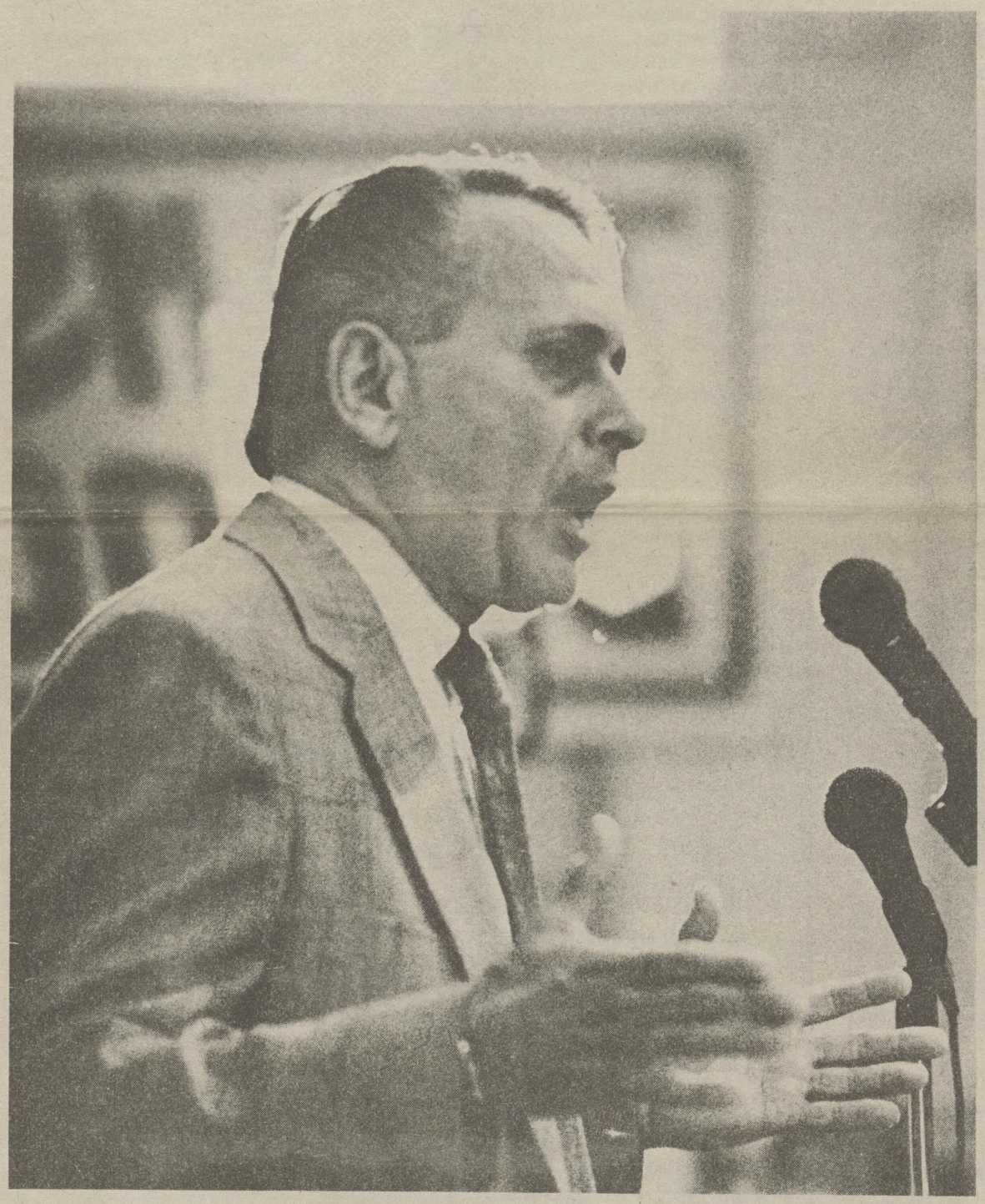
SPECIAL GUIDE TO IBT ELECTION

TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

Dec. 1991/ Jan. 1992 #110



Thousands of supporters have helped to make our campaign what it is today ... All of us have made tremendous sacrifices. We've given up a lot to get us where we are today. But we're making history. History is being made in this union ...

We cannot let up. This is the most critical time of this election. This is the time that we have to reach out more than we ever have; the time that we'll have to call more than we ever have; the time that we have to CB more than we ever have; the time that we have to do more plant gate visits, more leafletting. This is the critical time of the election. Most elections are won and lost within the last few weeks of the campaign.

That's what it's going to take to win.

Ron Carey
October 26, 1991

WHO PAID FOR R.V. DURHAM'S CAMPAIGN?

See page 6.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form page 2.

Why You Should Vote for Entire Carey Slate

With all the negative campaigning out there, it's possible to lose sight of what this election is all about. It's up to you to cut through the rhetoric and consider the facts. This first-ever election, which we have fought long and hard against top officials to get, will only work if we, the voters, do just that.

Consider a few basic facts:

- Our International officers (the Old Guard) spend nearly $100 million per year but have no budget at all.
- Our IBT officers consider it proper to give $345,000 in union funds to convicted racketeer Harold Friedman to pay his personal legal bills.
- Three Durham slate candidates (Riley, West and Sansone) charged with corruption and awaiting trial are actually running in this election hoping to get your vote. (The Shea slate has Dan Ligurotis and Joe Trerotola, who recently agreed to resign in a deal with the government.)
- Our IBT officers allowed the General President to use a private jet to fly home for 48 weekends at a cost of $528,800, although first-class commercial air travel for the same flights would have cost $29,100.
- Our IBT officers tried to put an "extra" $6 million into the Affiliates Plan (a special pension plan for officials only) and were caught by Judge Lacey and blocked.
- Our IBT officers have hired only six (6) organizers working for the entire International union.

You can sum it up in a few words: the priorities of our International officers are out-of-whack. They put their own needs and their own wallets ahead of our union. Ahead of making our union stronger. Ahead of your needs.

That's what this election is all about. This is our chance to make history, to change our union away from the present course and onto a new positive course, with a dynamic new leadership.

We've Won a Lot Already

We've already started to make history. Consider what we have won. We've won the Right to Vote, after years of fighting for it against the Old Guard officials. We've won majority rule in our contracts, and the right to vote on contract supplements. TDU fought for these for years, and now they are written into our IBT Constitution.

We won an increase in our out-of-work benefits from $45 to $200 per week, again over the opposition of the International officials. We won this and much more at the June IBT Convention in Orlando, by sending elected rank and file delegates.

Our Chance to Make History

These are just a small step compared to what we can do now. The election can be a giant step toward making our union great.

We urge every voter to study the issues and the facts. We believe if you do you will vote for the Ron Carey Slate to put in place a working leadership team. We have worked with everyone on this slate, and know their qualifications to lead our union. They have the platform, the ideas, the courage, and the commitment to do it. They will not take the multiple salaries. They will change the priorities. They will put the needs of the membership first.

We urge you to not waste your vote. If you believe in positive change, do not "split" your vote and give some of it to the Old Guard, the Durham and Shea slates. Use the slate arrow at the top of the Ron Carey Slate to cast your whole vote for change, for a working leadership team (see back page).

Victor Reuther summed up this point in time in his speech to the recent TDU Convention: "There ought to be at least one moment in the life of every human being when they will have an opportunity to do something that will help alter the course of the whole nation. You are at such a moment now. ... You can see the whites of their eyes and victory is within your reach."

THE RON CAREY SLATE

General President
- **Ron Carey**, Local 804, Long Island City, N.Y.

General Secretary-Treasurer
- **Tom Sever**, Local 30, Jeannette, Pa.

Vice Presidents at Large
- **Sam Theodus**, Local 407, Cleveland
- **Mario Perrucci**, Local 177, Hillside, N.J.
- **Diana Kilmury**, Local 155, Vancouver, B.C.
- **John Riojas**, Local 657, San Antonio, Texas
- **Jim Benson**, Local 104, Phoenix

Eastern Conference VPs
- **Gene Giacumbo**, Local 843, Springfield, N.J.
- **Tom Gilmartin Jr.**, Local 559, Hartford, Conn.

Central Conference VPs
- **Dennis Skelton**, Local 600, St. Louis
- **Leroy Ellis**, Local 705, Chicago
- **Bill Urman**, Local 792, Minneapolis

Southern Conference VPs
- **Doug Mims**, Local 728, Atlanta
- **Aaron Belk**, Local 667, Memphis

Western Conference VPs
- **Ken Mee**, Local 287, San Jose, Calif.
- **Tom Shay**, Local 57, Springfield, Ore.

Carey's Platform for Change

- **NO CORRUPTION**
  "We don't have to apologize for being Teamsters. Any Teamster official caught breaking the law will be thrown out of this union."
- **NO GIVE-BACK CONTRACTS**
  "We will fight for Teamster members. No more give backs to employers getting rich off our hard work."
- **NO MORE DOUBLE DIPPING**
  "Outrageous multiple salaries and pensions for union big shots will be abolished."
- **NO MORE SELLOUTS ON GRIEVANCES**
  "I won't put up with any more kangaroo-court grievance systems. Our members will know their union represents ***them***, not management."
- **BETTER PENSIONS**
  "Teamsters are being shortchanged. Pension trustees will work for members ... not the cronies of union officials."
- **A VOICE FOR WOMEN MEMBERS**
  "Women members will take their rightful place in our union. There will be no more second-class Teamsters."
- **BETTER HEALTH CARE BENEFITS**
  "We will make health care providers accountable and fight for national health insurance."
- **THE RIGHT TO VOTE**
  "I was the first candidate for president to support your right to vote in electing convention delegates."

Your 2nd Ballot For Democracy

TDU would not be here without the support of thousands of working Teamsters who have joined our rank and file movement through the years. And working Teamsters would not be in a position to make history in this election, if it had not been for TDU organizing.

December is not the end of the history-making struggle. Because we're not about one election, we're about changing the direction of our union. About putting the muscle back into it. And the union's strength is not just on the General Executive Board, it's in an educated membership.

Now you can be one of those Teamsters who helps make things happen—in our locals, our contracts and our labor movement. Use this application form as your second ballot for democracy. Your investment of just $30 will help ensure a strong, democratic Teamsters union.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production
❑ Other _____

Optional: Spouses name _____

❑ $30 membership fee for one year's membership & subscription to *Convoy Dispatch.*

❑ $75 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $15 for spouses, retirees and Teamsters who gross less than $12,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Keep the Pressure On, Get the Vote Out!

Poll Shows Carey Leading—Final Campaign Push On

"When I announced my candidacy for the president of this great union, they laughed. They said, 'This is a joke.' But they're not laughing anymore!"

—Ron Carey, October 26, 1991 at TDU Rank & File Convention

Ron Carey has taken the lead in the race for Teamster General President, according to a mid-October poll conducted by the independent consulting agency, Lauer, Lalley & Associates. Rank and file Teamsters gave Carey 29% of the vote, with Durham at 12% and Shea at 7%.

The Durham campaign has been polling for months, but has refused to release the results, which probably indicates their own polls show similar numbers. The new poll also shows Carey winning in every group and craft, except union officials.

However, the poll also showed that approximately half of all Teamsters are undecided and that many know little about the election. This indicates that campaigning in the final days will be critical. And so will voter turnout.

Durham has grown increasingly desperate, as support for the Carey slate has grown. Stung by a lack of member support, he has resorted to purely negative campaigning and the use of the "Big Lie" to try to confuse voters who know little about the election.

Durham has "revealed" one absurd allegation after another to try to discredit reform-candidate Carey, the latest being the ultimate stab in the back of a unionist, calling him a scab. Carey has responded with a $15 million lawsuit against Durham for his vicious slander (see article below).

Of course, Durham's strategy is to paint Carey in Durham's and Walter Shea's own images, so those Teamsters who know little about the election will either become apathetic ("They're all crooks!") or possibly cast a ballot for the fake-reformer, Durham.

The answer to lies spread by those with big money has to be the truth spread by concerned members. As TDU organizer Ken Paff told the TDU Convention on Oct. 25, "They've got the money, they've got the power, they've got cooperation from the employers, and they are going to use them to the max as the campaign comes to a climax. We've got you, the committed, concerned Teamsters, to go out and get out the vote."

The job of all Teamsters in November is to spread the word like never before. Talk to every Teamster, and urge them to mark the Carey slate arrow and return their ballots. Wear a Carey button. Distribute Carey literature. Take the time now to make a difference. The voter turnout will be the key.

This is our chance to make history, and the time between now and December 10 will make the difference.

Let's finish the job!

Durham Tries to Sway TDU

In late October, the Durham campaign made a shameless last effort to sway the TDU movement away from Ron Carey. At the TDU Rank & File Convention in St. Louis on Oct. 25-27, Durham's campaign manager, Chris Scott, spent two days standing in the rain outside the convention hall trying to convince someone that Durham is a "reformer." And, after TDU made an open invitation to all slates to a Candidates' Forum, Durham sent running-mate Dan Kane of New York as his representative.

Kane's speech included a lot of flattery of TDU. He said there were many heroes in the packed hall, and that there is a need for TDU in the Teamsters. However, not one Teamster present was swayed. Numerous leaders, most of them delegates to the IBT Convention in June, rose to state that a few kind words at the last minute cannot cover up the record of the Old Guard Teamster officials.

A few hours later, the 550 Teamsters present donated thousands of dollars to the Carey campaign and vowed to make the final push in November.

"They used to send goons to attack us. Now they send people to talk nice to us. The Right to Vote has changed their style, but we want more than a new style. We want a new leadership," said TDU leader John Braxton afterward. Three days after the TDU Convention, Durham campaign manager Scott was at work again. He was hiding in a car across the street from a Carey Halloween fundraiser in Washington, D.C., hoping to spy on who showed up.

It's no wonder Durham is losing ground to Carey—they spend their time spying on us instead of campaigning among the rank and file!

R.V. Runs Scared, Pleas to Officials

In a last-ditch effort to revive his faltering candidacy, R.V. Durham sent a plea on Oct. 30 to the Old Guard machine. Citing the recent poll showing Carey leading Durham by a 2-1 margin, he implored principal officers to mobilize their BAs and stewards to leaflet, phone bank and turn out the vote for his slate.

Durham asked every local to send a mailing to their members soliciting support for the Durham team. He warned principal officers, "You should also be aware that because the ballots will be tabulated on a local-by-local basis. TDU will know exactly which local unions to target when local union officers come up for re-election."

"We could," Durham warned, "wake up one morning to find Ron Carey\TDU president of the IBT."

The Durham slate's desperation has led to a campaign that is running away from the issues and depending almost totally on fears and smears (see related articles this page). He must pressure officers and BAs to campaign for him, because the rank and file are for Carey.

This is our big chance to reclaim our union. Let's not let R.V. and his millionaire cronies get away with it. Now is the time to redouble our campaign efforts and put an end, once and for all, to the decades of abuse and corruption we have endured at the hands of the Durham Old Guard.

$15 Million for 'Scab' Slander

Carey Sues Durham

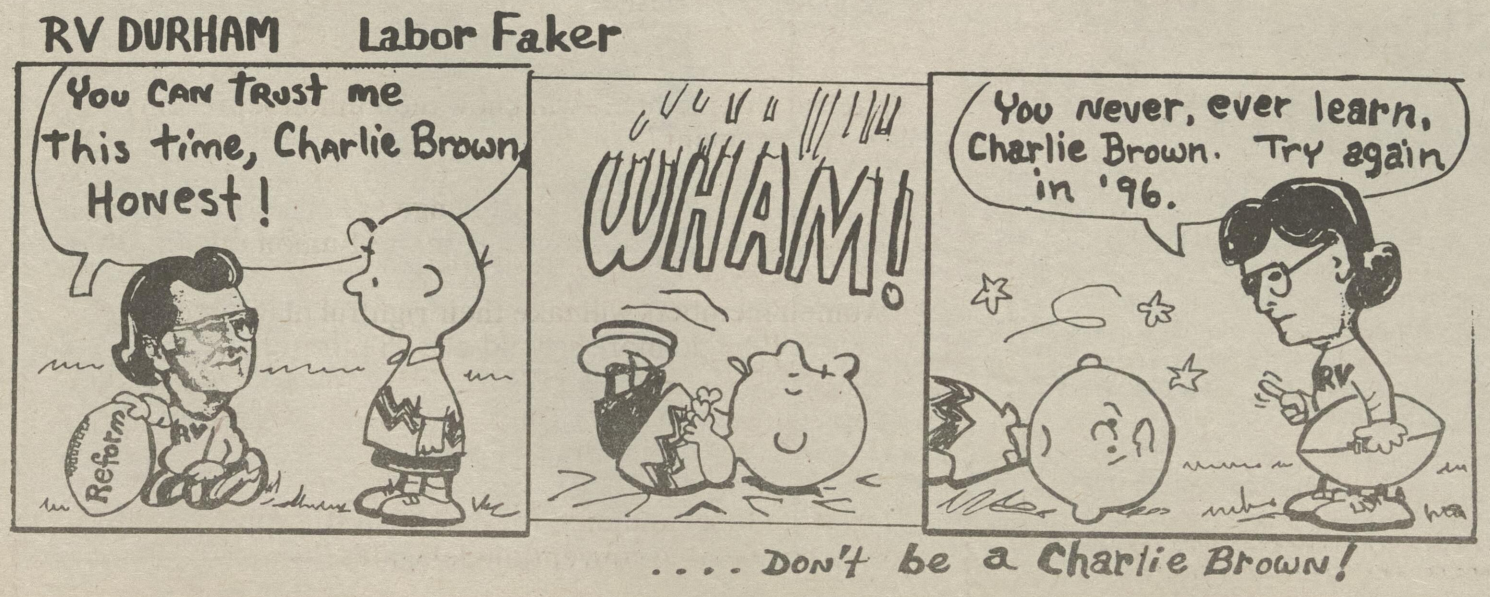
Imagine the life of R.V. Durham right now on the campaign trail. He's having trouble getting anyone but officers to his meetings. And he's been a go-along, get-along guy on the General Executive Board who has no positive message of his own. What would you do?

Probably what Durham himself is doing. He has resorted to one absurd allegation after another to try to discredit reform-candidate Carey. He's called Carey a crook, the employers' candidate, a Republican, and said his health and welfare plan is about to collapse. And he's resorted to the ultimate lie: he claimed Ron Carey scabbed on a strike in 1962. With this lie, he went too far. Carey on Oct. 23 launched a $15 million lawsuit against Durham, his campaign manager, and others involved in the lie.

"This time they won't get away with it. For 20 years they've been running our union into the ground. ... Now they are going to pay, at the ballot box. And they are going to pay in a court of law," Carey declared.

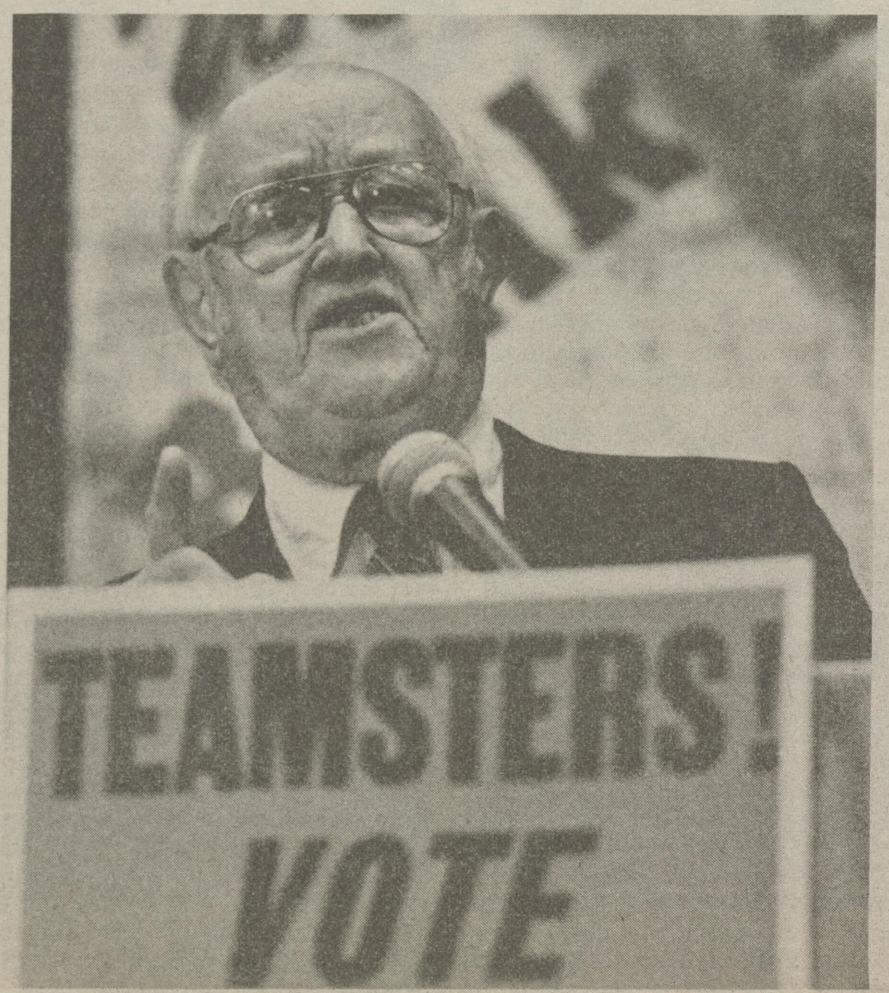
Durham's lie is preposterous to those who care to think about it. He claims that Carey scabbed on a strike, but not one single member out of 7,000 in Local 804 will verify that. He expects us to believe that shortly afterward, the members voted out their union president to elect Ron Carey and then re-elected Ron to office seven times. He expects us to suspend all thinking, and believe a private eye paid by Durham who says anonymous sources told him this happened.

Durham hopes to swing that large uninformed block of voters with last-minute lies and a barrage of mailings, paid for by the millionaires who back him (see page 6). But Carey's got the truth and the power of the membership behind him. If we keep our grassroots campaign in full swing, with working Teamsters talking one-on-one to working Teamsters, Durham's "Big Lie" campaign will fall flat on its face.



Working Teamsters Want Reform!

Durham and Old Guard Have the Bucks, Carey's Got the People



You, by your efforts, have mounted the most significant challenge that has been made in 50 years to reverse the deterioration and the decay inside the trade union movement and return power to the rank and file. ... You've brought an old concept called "solidarity" back into practice again. I'm convinced that the fight you have made has opened the door for many of us in other unions to stop playing around with a convention structure which is ready-made for those who are undemocratic to manipulate and control, and to give the rank and file, each member, one vote.

You sent out the challenge, and you're going right to the top with it. And you've got a damn good ticket there. And you're going to win. And I'm going to meet you on the steps of the Marble Palace.

—Victor Reuther, a Founder of the United Auto Workers
October 26, 1991, at the TDU Rank & File Convention

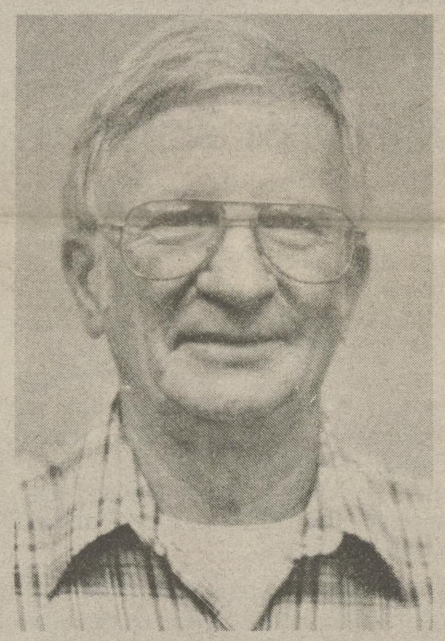
Linda Smith
Local 667 steward, Louver Drapes
Memphis, Tenn.

There are so many people who want to be a part of this union but they feel left out—"Forgotten," as Ron Carey says. At our factory we're still struggling for sick leave; we have low wages and a high co-payment on our insurance. We need leaders who will inspire our members and fight with them to achieve better conditions on the job. Ron Carey and the members of his slate are those kinds of leaders, who will work with the people, make them feel part of the union. That's what a union is about, and that's why the Carey slate's got my support.

Marvin Anderson
Local 542, retired
San Diego

I had 25-1/2 years in pension credits when I was forced to retire because of medical disability. That was in 1978, at age 48. Because neither the Western Conference nor Central States pension funds had a 25-and-out program, I'm getting only $262 a month from the two of them combined for those 25-plus years. That's why I'm a Ron Carey man. He negotiated a 25-and-out plan for his members in 1968.

I'd like to tell those people in the West, if you're satisfied with the new Rule of 85, you're making yourself a candidate to be in my shoes. You need a 30-and-out and a 25-and-out plan.



Carey Poll Shows Him Ahead in Teamsters Race

By Kenneth C. Crowe
STAFF WRITER

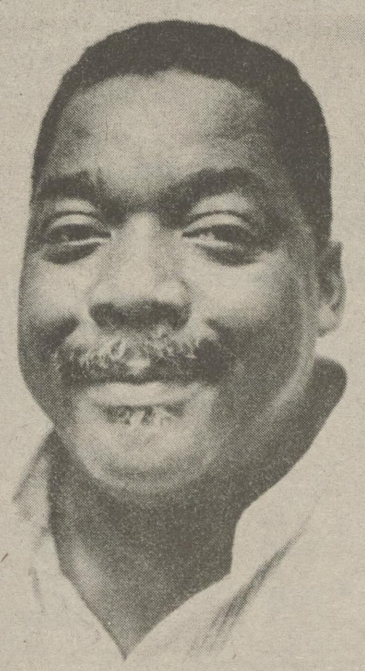
New York Teamster Ronald Carey yesterday grabbed the title of front-runner in the three-way race for the presidency of the 1.5-million member International Brotherhood of Teamsters, according to a poll commissioned by Carey's slate. The poll was immediately denounced by his opponents as self serving.

Carey, a grassroots candidate, leads R.V. Durham of Kernersville, N.C. by slightly more than a 2-1 ratio, and Walter Shea of

Ballots for the first-ever rank-and-file election of the Teamsters' top officers will be mailed on Nov. 7 and counted on Dec. 10. The union hierarchy of the Teamsters agreed to the election as part of a 1989 settlement of the Justice Department's civil racketeering suit charging that the union was so influenced by organized crime that mobsters played a central role in selecting presidents.

James W. Layer, president of Lauer, Lalley, which conducts polls for many unions and political candidates, said the telephone

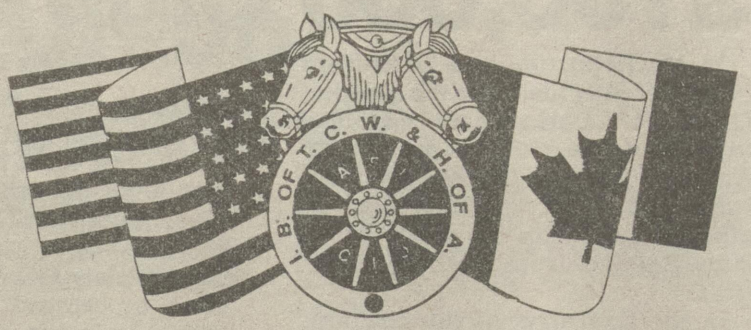
Newsday, Oct. 25, 1991

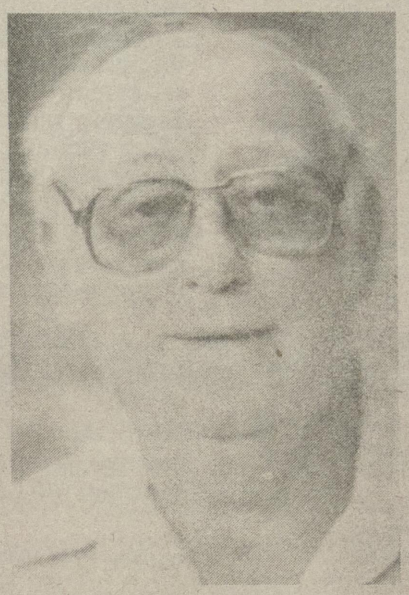


Enoch Ferguson
Local 177 steward,
UPS
Hillside, N.J.

It's time for a change. We need strong, honest leadership that's concerned about the Teamster membership, collectively. The Ron Carey Slate fits that description. If you're ready for change, you only have to fill in the big arrow on your ballot—for the entire Carey slate!

A COMMITMENT TO THE MEMBERSHIP. Ron Carey and his slate have taken the reform campaign straight to the Teamster membership during the past two years. He and his slate have met with Teamsters in 46 states, at meetings and right at their worksites. The rank and file have responded with their support, both financially and as the leaders of this grass-roots campaign. On Oct. 26, Carey stopped in St. Louis and was the guest speaker at the TDU Rank & File Convention (above).





D.H. Bledsoe
Local 519, Roadway
Knoxville, Tenn.

The grievance committees as they are now set up are a joke. They are a monthly party for some officials. The union power on the committees needs to be restored. We need strong leadership to get that job done. Carey's got it, R.V. doesn't. That's just one reason why I'm voting for the Ron Carey Slate.

Dixie and Bill Wright
Local 100, UPS steward
Cincinnati, Ohio

In Cincinnati the campaign for Ron Carey is going extremely well. Teamsters here are fed up with the Old Guard and are looking forward to a Carey victory and a new beginning for our union. R.V. Durham was just here and at UPS he had a hard time finding anyone who would take the literature he was handing out. We have been all around Ohio and even to Toronto campaigning for the Carey slate.

The reception we got in Canada was one of great interest in the Carey slate and of indignation at the current leadership. Our Canadian brothers and sisters are in desperate need of representation and are made to feel even more alienated from the IBT than we are! It was a joy to meet with them. We were treated with a warm welcome and an overwhelming interest in why rank and file Teamsters from the U.S. would travel, at our own expense, all the way from Cincinnati to hand out leaflets about some guy from New York! Carey can win in Canada, too, and we are looking forward to going back.

Why Freight Teamsters Are Backing the Ron Carey Slate

✔ The Ron Carey Slate Has the Experience in Freight.

Six members of the Carey slate bring a lifetime of experience in the freight field. They've worked for the Big Three carriers, and the small ones too. They head up major freight locals in various regions of the country. And they have stood up for their freight members, time and again. Durham's Old Guard slate has written-off the freight industry. The Carey slate is committed to build it as a strong backbone in the Teamsters union.

✔ The Ron Carey Slate Will Stop the Downward Slide and Sweetheart Deals.

The incumbent slate—the Durham slate—has gone along with the downward slide in our union strength, our contracts, our grievance procedure.

They put the concessionary 1988 contract on us after 64% voted No. They allowed the flood of casuals and then lied to us when they said the new contract would fix that. They let Yellow split off from the NMFA and have its own grievance procedure, and are about to give Yellow a sweetheart deal for a new shorthaul line. They run the kangaroo-court grievance panels that gut our contract. You've seen what they will do for you, because they've already done it *to* you.

✔ The Ron Carey Slate Will Put Resources Into Organizing the Trucking Industry.

The incumbents spend so much on multiple salaries and pensions for themselves that our International union can only afford six (6) organizers! The Ron Carey slate will reverse those priorities, and will rebuild our strength in freight through concerted organizing programs. But first we've got to clean house and set a new day for our union.

✔ The Ron Carey Slate Is Out Front for You!

Ron Carey went to court to win Majority Rule on contracts for you. Ron Carey submitted the amendment that passed in Orlando, which now gives us the right to vote on our NMFA supplements. Durham opposed it. And Carey has the guts and intelligence to take on the employers—his bargaining record proves it.

✔ The Ron Carey Slate Will Improve Pensions.

Carey pioneered a 25-and-out pension plan in 1968! The Carey slate will bring that leadership and innovative planning to all Teamster pensions. The Durham Old Guard want to protect their own multiple pensions, not improve yours. Why have recent increases been made now instead of three years ago? Because of the election, and pressure from Carey and *you*, the rank and file!

$100,000 Club Endorses Durham!

In his Reporting and Disclosure Forms recently filed with the Election Officer, R.V. Durham has been forced to reveal where his funds come from. And 99% (that's right, 99%) of them come from major donations from top officials. Less than 1% of Durham's money comes from working Teamsters.

In the final days of the election, Durham will be spending millions of dollars to hit the members with last-minute mailings and more of his lies. Remember where he got this money to lie to you—from your dues.

That's right, the Old Guard officials are circling the wagons around their appointed defender of multiple salaries, multiple pensions and other luxuries.

The same Reporting and Disclosure Forms indicate that Ron Carey gets the vast majority of his support from the rank and file—more than 10,000 individual Teamster contributors.

This shows clearly who each candidate will answer to, if elected. Durham would answer to the millionaires who own him. Carey will answer to the rank and file.

Who Backs Durham

- Durham's bosses: Billy McCarthy gave Durham $15,475. Weldon Mathis gave him $10,000.
- Just 30 fat cats, all in the $100,000 Club, have given Durham more than $300,000.
- Top officials kicked out by Judge Lacey or charged with corruption have put in big donations, some $30,000. George Vitale and Jack Yager head that list.
- William Hogan Jr., a member of the Durham slate in the Central Conference whose claim to fame is his statement, "I am living proof that nepotism works," donated $30,000. (Four members of the Hogan family bagged $580,853 from Chicago Local 714 in 1990.)
- Only $2,500 came from 1.6 million rank and file Teamsters (about 1/10 of a penny per member).

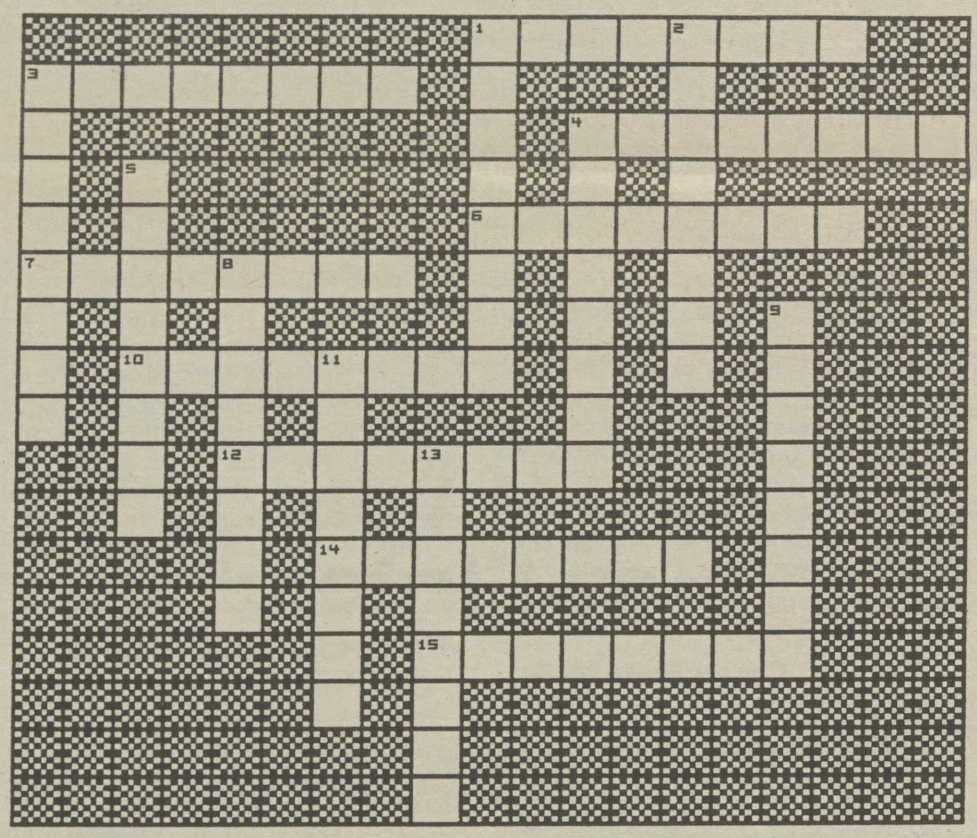
Who Backs Carey

- Ron Carey's largest donation was $1,000.
- More than 10,000 members have donated to the Carey campaign.
- Members of Local 804, who know Carey well, have donated some $170,000 to his campaign. (Members of Durham's Local 391 have donated virtually zero to Durham.)
- Most importantly, the Carey campaign is fueled by an army of dedicated working Teamsters who are volunteering out of a heart-felt commitment to their candidates.

As one Teamster put it, "Sometimes people are more powerful than money!"

by Terry Post, Local 216, Pacifica, Calif.

GUESS WHO?



Across

1. He voted against the right to elect convention delegates.

3. Favorite candidate of the employers.

4. He voted against $200 strike benefits.

6. He voted against the right to vote on contract supplements and riders.

7. He voted to keep multiple salaries and pensions.

10. He voted for unlimited vacation time and travel expenses for top officers.

12. He voted against locals having the right to elect business agents.

14. He opposed the Right to Vote at the 1986 IBT Convention.

15. He was appointed trustee by FBI snitch Jackie Presser.

Solution elsewhere on this page

Down

1. He was appointed vice president by William McCarthy.

2. His wife and son are on the union payroll.

3. He reported an annual income of "just" $167,000 last year.

4. He is a "born-again" reformer, but only temporarily.

5. He can retire today on more than $100,000 per year.

8. He has been unable to keep candidates on his slate, due to charges by the Investigations Officer.

9. He is the father of permanent casuals in the freight industry.

11. He negotiated a substandard NMFA.

13. He is being sued for $15 million by Ron Carey for his desperate slanders.

Plus 69 Pensions for 22 Slate Members

Durham Slate Paid $3.5 Million in 1990

The R.V. Durham Old Guard slate is putting on the mask of reform, but all the reforms they've proposed so far will not affect the millions they get paid annually, out of members' dues.

At the IBT Convention, Durham's delegates opposed constitutional amendments that would have prohibited the multiple salaries the slate receives. Now they brag about a minor limitation in officers' salaries they did pass, even though it includes a grandfather clause to protect every penny they themselves make.

A study of financial forms ("LM-2 forms") filed with the U.S. Department of Labor for the year 1990 reveals the following:

- The 22 members of the Durham slate, including already elected IBT trustees and Canadian VPs, received $3,453,426 (nearly $3.5 million!) in salaries, allowances and expense accounts—paid out of members' dues. They'll get more for 1991 due to the automatic cost-of-living raises they voted themselves.
- The 22 members of the Durham slate receive a total of 60 union salaries; they also have a total of 69 pensions among them, all paid for by members' dues.
- The Durham slate's families are well-provided for, too. At least eight (8) of the slate members have family members on the union payroll. For example, Durham's wife and son; and William Hogan Jr. is one of four members of his family who bagged a total of $580,853 from Chicago Local 714 in 1990.
- Our dues pay for more of the Teamsters officials' upper-class lifestyles: fancy cars, houses and unlimited vacations (which Carey delegates tried in vain to stop at the IBT Convention).
- Legal fees are another perk the Old Guard pays themselves. They paid convicted racketeer Harold Friedman $345,132 in 1989. Mike Riley, a member of the Durham slate who was forced to reimburse his Local 986 some $41,000 for improper gifts he'd made, received payments for his personal legal fees in 1990. The Durham slate is a majority of the General Executive Board that approves these payments.

The facts show why the Durham slate is not running on their record as the leadership now in control of the International: their record stinks! Our union officials should make a good wage, but that doesn't mean a license to steal!

Two other Durham slate members have been charged by Investigations Officer Charles Carberry: Don West and Robert Sansone. West has been charged with accepting up to $45,000 in "gifts" from employers. At his hearing, corporate officials from Yellow and CF came to testify for him. Sansone stands charged with bringing organized crime influences into our union. For these people, multiple salaries and pensions just are not enough to satisfy them.

SOLUTION TO CROSSWORD PUZZLE

Were you able to Guess Who? The answer to all of the clues, of course, is R.V. Durham.

The answer to our union's future is to elect the entire Ron Carey Slate. Be sure to vote, and remind others to do so.

R.V. Durham's Pensions

Based on immediate retirement at age 60

Family Plan *for International officers and staff, only*	$54,081
Affiliates Plan *for local union officers and staff, only*	$21,986
Central States Plan *includes rank and file members and officers*	$24,000
TOTAL PENSIONS	**$100,067 per year**

Our officers, along with employers, are stingy when it comes to rank and file pensions.

What a difference when it comes to their own!

How Will the Teamsters Union Be Changed By a Carey Victory?

Even in the midst of the campaign, Teamster leaders and members took time at the TDU Rank & File Convention to consider the question, "What do we do when we win?" This question is not just for the newly elected members of the General Executive Board (GEB), which will be the Carey slate if we all go out and do our job. It involves all of us, if we are to achieve our goal of a rank-and-file based union that involves and listens to the members and local leaders.

What follows is a summary of a report that was presented, after discussions, by Joe Fahey, president of Watsonville, Calif., Local 912. It is not printed here as an answer, but as a beginning to encourage more discussion among Teamsters across North America.

We need to move quickly and decisively to change the union after winning the election. Everything won't change overnight, but we need to show the members that something important has happened because of their votes.

We also must—at the same time of making short-term improvements—begin to put into motion plans and programs to meet the larger goals of the Carey platform.

First, we have to realize that when Carey wins, the Mike Rileys, Jerry Cooks, Dan Ligurotises and Frank Carracinos of our union will not go away. They will still head their locals and joint councils. They may try to take advantage of any indecision and time going by to sabotage Carey's plans and programs.

Indeed, some housecleaning of appointed Old Guard officials should be done right away. International reps and conference directors can be replaced with knowledgeable people who are for the rank and file and committed to the Carey platform.

And there are a number of things that the GEB can do right away. For example, the Teamster magazine can be changed into a rank-and-file oriented publication, a useful tool for the members and locals, and other communications programs launched. GEB members can turn down multiple salaries and turn the savings into programs for the members. These are just a couple of the many things to benefit members that can be done immediately, and will bolster membership confidence and support.

But we didn't campaign this hard for the simple improvements. We campaigned for better grievance panels, better contracts and bargaining policies, better pensions, serious organizing; in fact, a whole new day for our union. Such improvements won't come quickly and no miracles should be expected.

Rank and File Power: Key to Long-Range Goals

Programs will need to be designed and begun, and to succeed they will depend on expanding rank and file power. Organizing for rank and file power doesn't stop after the election. It's just a new beginning to it, and TDU activists will be crucial to making it happen.

Members at the TDU Convention identified several priorities worth consideration, including: revamping the grievance procedures, ending multiple salaries and pensions as much as legally possible, developing a "New Priorities" budget for the union, and replacing pension trustees.

Ranking high in the list of priorities were a range of education and communication programs for local unions. Financial grants from the International to locals for education, organizing, strike support and communications—with careful conditions applied—would help spread democracy down to the regional and local levels.

This would be the approach for a variety of programs. Reward the locals who succeed or are willing to learn how to succeed. Reward the locals who democratically bring the members into the running of our union.

And where officials resist and try to put roadblocks in the path? TDU will be putting pressure on these officials from the bottom, from the rank and file, who will see other local unions moving forward with the new IBT leadership.

This strategy will create a partnership between the new IBT leadership and the rank and file that will eventually affect the independent power structures the Old Guard has built into the joint councils and conferences.

TDU's Role

In many ways TDU's role will continue much the same—organizing for rank and file power on the job and in the union. We will continue to build on the experience and new leadership gained over the past three years to get the rank and file active in even more local unions.

We need to educate more members to organize and win, and in the process become stewards, BAs, and officers of their local unions. This is how reform leaders will eventually be elected in more local unions, joint councils and conferences.

This strategy puts us on the road to the '96 IBT Convention, where we can finish the job of making our constitution a rank and file document.

Win, lose or draw in this election, TDU will still fight toward these goals. Ron Carey is our brother, but he is not Moses, not Santa Claus. Our work doesn't end with the election of Ron Carey. It just takes a big leap forward.

This report is not speaking for Ron Carey, or any other candidate or individual, but is a summary of a first draft of members' thinking so far. It's up to us to discuss it and improve it.

The situation has changed very quickly. TDU has been ahead of the changes in our union, and laid the groundwork to make rebuilding our union possible. Let's not stop now. Now more than ever, TDU is the place to be. (For a membership application, see page 2.)

VOTING RULES

- ✔ You will receive a ballot by mail in November. If you do not get one by November 20, call 1-800-IBT-VOTE (the Election Officer's voting hotline) to request a duplicate.
- ✔ Vote by filling in the arrows with a dark pen or pencil. You may vote for an entire slate, and maximize the effect of your vote, by using the large arrow at the top of the slate (see back page).
- ✔ Return your ballot after you vote. It must be received by the Election Officer by December 10 to be counted.
- ✔ DO NOT remove the ID label from the outer (mailing) envelope. It will void your ballot!
- ✔ Your vote is secret and secure. Only the staff of the court-appointed Election Officer will handle any ballots. No Teamster officer will be involved.

Don't Send a Mixed Signal

Vote the Entire Carey Slate

Many Teamsters have asked if they should vote with the slate arrow at the top of the ballot, or if they should vote each individual candidate. While the answer is up to the individual Teamster voter, it makes the most sense to use the slate vote.

If Ron Carey wins the election, he will need the support of the General Executive Board, or the Old Guard on the GEB could attempt to create a stalemate or block Carey's programs. So those who support change, who support the new leadership of Ron Carey, should vote the entire slate, by marking the big arrow at the top of the Ron Carey Slate.

If you vote for Ron Carey and some Old Guard candidates as well, you are in effect cancelling out the impact of your vote. Vote the entire Ron Carey Slate to maximize your vote.

The Final Push

Getting Out Vote For Carey Slate

Rank and file Teamsters throughout the United States and Canada are working down to the wire to turn out every last vote for the Ron Carey Slate. Phone banks are operating in 30 cities, reaching tens of thousands of Teamsters throughout the union. Carey supporters are leafletting thousands of worksites with campaign literature, and are reminding their coworkers to mail in their ballots in the first-ever election for International officers in our Teamsters union.

"People are very receptive to hearing that they have a Right to Vote and that there is a candidate who's running against the powers that be in the International union," says Matt Micka, a UPS part-timer in Local 120, St. Paul, Minn. "If they hear it from us, I think they will vote our way. Here in the Twin Cities we are operating a phone bank seven days a week to reach the Teamsters in our area."

Many elections are won or lost in the final weeks of the campaign. The final push to get out the vote for Carey can be the deciding factor in winning or losing the election. Ron Carey is asking his slate and supporters to campaign hard at least through Thanksgiving. If you are not already part of the final push to get the Ron Carey Slate elected, here are some ways for you to get involved:

- Hand out Carey literature to everyone at your worksite at least one more time, even if they have seen Carey literature before.
- Ask everyone if they have voted. Be persistent. We need every last vote.
- Go leaflet another worksite with Carey flyers.
- If you want to help with phone calling, call the TDU office in Detroit at (313) 842-2600 and we will put you in touch with the phonebankers in your area.
- Ask your co-workers to wear Carey buttons, T-shirts and hats; ask them to put Carey bumper stickers and windshield visors on the vehicles they drive to work.

For campaign materials or information, call the TDU office or the Carey campaign at (304) 345-7289 now!

Vote!

OFFICIAL BALLOT FOR THE ELECTION OF OFFICERS INTERNATIONAL BROTHERHOOD OF TEAMSTERS

1. To vote, fill in the arrow(s) ⬅ pointing to your choice(s), like this ⬅ using a dark pen (blue or black) or pencil. **DO NOT CUT OR TEAR YOUR BALLOT.**
2. You may vote for a slate of candidates (by completing the larger arrow next to any slate title). If you do this, you will have automatically voted for all candidates listed under that slate.
3. You may vote for either a full slate (one that is running the total number of candidates to be elected) or a partial slate (one that is running less than the total number of candidates to be elected). If you vote for a full slate, your voting is complete. If you vote for a partial slate, you may also vote for additional candidates, so long as you do not vote for more than one General President, one General Secretary-Treasurer, five At-Large Vice Presidents and three Regional Vice Presidents. To vote for additional candidates, fill in the smaller arrow(s) next to your choice(s).
4. Instead of voting for a slate, you may vote for individual candidates (that is, you may split your vote among individual candidates from any slate, so long as you do not vote for more than the number of candidates permitted). To vote for individual candidates, fill in the smaller arrow(s) next to your choice(s).

THE RON CAREY SLATE

General President
RON CAREY

General Secretary-Treasurer
TOM SEVER

At-Large Vice President
SAM THEODUS
MARIO PERRUCCI
DIANA KILMURY
JOHN RIOJAS
JIM BENSON

Regional Vice President

THE R.V. DURHAM NITY TEAM SLATE

General President
R. V. DURHAM

General Secretary-Treasurer
HAROLD LEU

At-Large Vice President
WALTER ENGELBERT
EDWARD "DOC" JAMES
EDWARD LAWSON
JOHN NEAL
ERV WALKER

Regional Vice President

THE SHEA-LIGUROTIS ACTION TEAM

General President
WALTER SHEA

General Secretary-Treasurer
DANNY LIGUROTIS

At-Large Vice President
JACK COX
DAN DARROW
BARRY FEINSTEIN
BILL GENOESE
VICKI SAPORTA

Regional Vice President

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YOUR BALLOT MUST BE IN THE DESIGNATED POST OFFICE BOX BY NOON ON DECEMBER 10, 1991 OR IT WILL NOT BE COUNTED.

Connect the Arrow to Elect The Entire RON CAREY SLATE